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Highly Qualified Teachers – School and District Responsibilities

The Elementary and Secondary Education Act of 2001, the No Child Left Behind Act, established Highly Qualified teacher requirements for teachers of core content academic subjects. The No Child Left Behind Act also established expectations that schools and school districts only hire new teachers who meet these requirements, that schools and school districts support veteran teachers to meet these requirements, and that schools and school districts only assign teachers who meet these requirements to teach core content academic subjects. School and school district Highly Qualified teacher responsibilities are detailed below.

Hiring Highly Qualified Teachers

Schools and school districts must have policies and practices in place to ensure that they hire only those teachers who meet certification and Highly Qualified requirements for core content academic subjects – Early Childhood Education, Elementary Education, English/Language Arts, Math, Reading, Science Social Studies (Civics, Economics, Geography, History), Special Education, Visual and Performing Arts (Art, Dance, Music, Theatre), World Languages, and Writing. These policies and practices include verifying the Highly Qualified status of all teachers of core content academic subjects during the employment screening process.

Assigning Highly Qualified Teachers

Schools and school districts must have policies and practices in place to ensure that they assign only those teachers who meet certification and Highly Qualified requirements for core academic content subjects. These policies and practices include verifying the Highly Qualified status of all teachers of core content academic subjects prior to assigning a teacher to a core content academic subject teaching assignment.

Monitoring Non-Highly Qualified Teachers

Schools and school districts must monitor any non-Highly Qualified teachers to attain Highly Qualified status. Such monitoring actions might include monitoring non-Highly Qualified teachers progress to attain Highly Qualified status on an annual basis, requiring evidence from teachers of their efforts to attain Highly Qualified status, or providing targeted support for teachers.

Confirming Highly Qualified Status

Schools and school districts must confirm and report to RIDE the Highly Qualified status of any non-Highly Qualified teacher who attains Highly Qualified status. This confirmation process includes reviewing a teacher's evidence of meeting Highly Qualified requirements, maintaining the evidence in the teacher's personnel records, and updating their Highly Qualified status in the eCert system.

Report Highly Qualified Status

School and school districts must report teachers' Highly Qualified status on an annual basis through the Personnel Assignment Process (PAS). This reporting process includes reporting all teaching assignments of core content academic subjects and teachers' Highly Qualified status.